



INDIANA COMMISSION *for*
HIGHER EDUCATION

PROMOTING CAREER EXPLORATION AND EXPERIENCE

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PURPOSE

- Build more intentional, ongoing support to help students identify the right career for them
- Provide all students with an opportunity to gain meaningful career experience before graduation
- Increase career satisfaction and minimize cost of changing one's mind



WHY IT MATTERS

- In a recent survey, 36 percent of graduates said they would pursue a different major if they could do it over again
- There is a direct correlation between student retention and academic performance and the selection of a major aligned with personal goals and values
- Students with internships or work experience related to their degree earn roughly 20 percent more
- 81 percent of employers expect job candidates to have completed an internship or other real-world application of their learning



INDIANA'S RESPONSE

- State law established the EARN Indiana program to provide financial incentives to employers to hire low-income Hoosiers for paid, résumé-building internships
- Provided additional funds to Indiana INTERNnet to develop regional partnerships to increase statewide capacity for quality internships and related work-and-learn experiences



KEY QUESTIONS

- What are the benefits to students when they identify the right career path earlier?
- What is the benefit to employers who hire interns?
- What resources do students have to find the right internships?
- Is it possible to create academic programs to guarantee that graduates have relevant career experience?
- Besides internships, what other activities can help students explore career options?





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Richard A. Coleman



Richard A. Coleman has served as the Director of the Center for Career and Employer Relations at Vincennes University since 2008. He was previously a corporate trainer and consultant throughout the Midwest. A graduate of DePauw University and Bowling Green State University (Ohio), Rick is currently completing his dissertation at Indiana State University. His passion is facilitating others in first finding, and then reaching their potentials. He serves as a mentor for each of the four interns who will be presenting with him today.

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THANK YOU!

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